

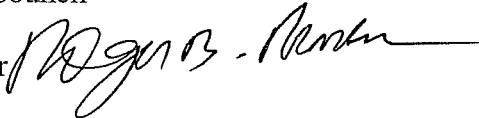
TRANSMITTAL # **5**

MEMORANDUM

June 6, 2007

TO: Workforce Development Council

FROM: Roger B. Madsen, Director



SUBJECT: Disability Navigator Grant

ACTION REQUESTED: Approve appointment of the Americans with Disabilities Act's (ADA's) Idaho State Steering Committee as the Policy Barrier Committee of the Workforce Development Council

BACKGROUND:

Idaho Commerce & Labor was awarded a Disability Navigator Grant in the amount of \$1,071,822 to ensure access through the one stop system to the full range of services available to increase employment opportunities for people with disabilities. The grant authorizes hiring of "navigators" whose job is to identify processes that enhance coordination of services for people with disabilities. The department has hired a lead navigator and will hire seven regional navigators on a part-time basis to identify resources, train One Stop Center staff and partner organizations and establish and/or build upon regional service provider partnership organizations. The intent is to establish processes that can be sustained over time to permanently impact the employment rate of people with disabilities.

At the request of advocates for people with disabilities, the grant also establishes a committee to identify policy barriers and make recommendations for change to the Workforce Development Council. At the same time, the ADA Task Force received a grant to establish a State Steering Committee to increase employment of people with disabilities. The goals established by the committee parallel those for the Policy Barrier Removal Committee and can be found in *Attachment 1*. The State Steering Committee includes a comprehensive list of representatives of organizations providing employment and related services to people with disabilities (see *Attachment 2*). Several members of the Council staff team serve on the State Steering Committee.

Staff Recommendations:

Staff recommend that the Workforce Development Council recognize the ADA Task Force's State Steering Committee as the Policy Barrier Removal Committee. Staff further request the Council to consider whether any members would like volunteer to serve on this committee alongside their staff.

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Attachments

Attachment 1

Americans with Disabilities Act Idaho State Steering Committee on Employment of People with Disabilities May 17 & 18, 2007 Meeting Results Submitted by Kim Steinberg

Purpose Statement

To increase the employment rate of Idahoans with disabilities.

Identified Barriers to Employment

- Social skills issues of people looking for work
- Unrealistic expectations, either too high or too low
- Mismatch of skill sets and employer needs
- Lack of preparation to go to work
- Culture of the family
- Fear of losing benefits
- No ambition
- Accessible information technology and other assistive technology
- Communication barriers
- Not knowing where to go for help or information/resources both for employers and people with disabilities
- Employer prior bad experience with employee
- Negative perception of the Americans with Disabilities Act – litigation paranoia
- Employer fears and myths
- Locating friendly employers
- Low expectations from employers, professionals and people with disabilities
- Health insurance rate bands (especially small businesses)
- Community supported employment disincentives
- Lose health insurance benefits when go to work
- Lack of affordable available accessible transportation
- Funding for skill preparation
- Funding for job development

Three broad areas of concern:

1. Policy/System Changes (Work group: Jim, Gordon, Cheryl, Sue, Nanna)
2. Employer Myths/Misperceptions (Work group: Pallavi, Ron S., Leslie, Bobby, Michelle, Lynn)
3. People with disabilities: attitudinal barriers, lack of information/resources (Work group: Landis, Kelly, Heidi, Steven, Roger, Ron T.)

Responses to the question: What one action could we take now that would positively impact the employment rate of people with disabilities?

1. Change attitudes/paradigm of private sector employers
2. Change Idaho law affecting insurance rate bands
3. Educate legislators
4. Create a strong disability navigator system at Department of Labor
5. Hold a “Fair” for disability providers and develop personal relationships between them
6. Personal visits to employers to gain employer buy-in
7. Gain support of businesses who have had positive experiences working with people who have disabilities
8. Create a central information clearinghouse
9. Conduct an employer needs assessment and public awareness campaign
10. Move away from an employment based health insurance system
11. Get information out about Medicaid Buy-In
12. Commitment from this group
13. Change attitudes – provide personal experiences and change circumstances in the environment that cause the attitude
14. Give employers education and information
15. Focus on employers through HR
16. Share success stories with employers; create a hook
17. Create an employer leadership network

Work Group Goals

Policy/System Changes

Goal 1: Facilitate change to policies that pose barriers to employment for Idahoans with disabilities

- a) Identify barriers to employment for people with disabilities found in public policy
- b) Develop policy recommendations
- c) Identify strategies and champions for implementation

Goal 2: Ensure that the workforce development system provides access to information and services needed for employment

- a) Identify resources
- b) Develop resource list
- c) Train navigators
- d) Train operators, partners and community organizations

Employer Myths/Misperceptions

Goal 1: Employers working with employers to facilitate hiring people with disabilities

- a) Leslie will speak to the Idaho Inclusiveness Coalition advocating for the National Business Leadership Network to speak at their conference in October
- b) Bobby will contact the Business Leadership Network about a speaker
- c) Leslie will collect data on past year’s cases by employer size, disability and complaint issue
- d) Ron will do a literature review of past research and national data regarding employer needs assessments to see if we can apply existing data to Idaho

Goal 2: Employer Public Awareness Campaign

- a) Use the Empower Workshop (simulation training) model
- b) Bobby will contact the trainers to develop a model for Idaho

People with Disabilities: Attitudinal barriers, lack of information/resources

Goal 1: Get information out about work incentives and Medicaid Buy-In program

- a) Contact Medicaid to work on distributing information about Medicaid Buy-In
- b) Work with Co-Ad to distribute information about other work incentives and Medicaid Buy-In
- c) Explore possibility of distributing information about work supports (e.g. child care, preparation for work, etc...) through 211 and IDVR

Goal 2: Public Awareness Campaign targeting people with disabilities

- a) Work with the SILC to locate a grant and coordinate with their goal of a public awareness campaign
- b) Explore partnerships with DOL, TVTV and others

Group Structure Discussion

- Three initial work groups
- Group communication through teleconference and email
- Idaho Task Force on the ADA will take minutes to summarize discussion and record decisions
- Landis Rossi will record the action item list at subsequent meetings
- Consensus decision making if possible, majority vote as a last resort
- Meet quarterly in person for the first year and then discuss other ways of distance meeting such as video conferencing or web based meetings
- Bobby will chair meetings if a facilitator is not used
- Next two meetings scheduled for Aug. 15th and Nov. 14th, 2007
- Group will decide subsequent two meeting dates in August

August Meeting Agenda Items

1. Decide on a group name
2. Set meeting calendar for Feb. and May, 2008
3. Review action item list
4. Member presentations – 5-10 minute presentation on what your organization does and what you and/or your organization can contribute to this effort
5. Workforce development navigator grant 30 minute presentation
6. Present best practices and models relating to the group goals
7. Develop a one year detailed work plan starting in October

Action Item List

Owner	Action Item	Deadline
Bobby	Email teleconference information to group	05/25/07
Bobby	Send reminder email to group about bringing calendars to August meeting	08/08/07
Kelly	Talk to Medicaid and if appropriate, apply for CMS grant	06/15/07
Leslie	Speak to the Idaho Inclusiveness Coalition advocating for the National Business Leadership Network to speak at their conference in October	05/18/07
Leslie	Collect data on past year's cases by employer size, disability and complaint issue	08/15/07
Bobby	Contact the Business Leadership Network about a speaker	08/15/07
Bobby	Contact the Empower Workshop trainers to develop a model for Idaho	08/15/07
Heidi	Contact Pat Williams (211) and Peggy Cook (Division of Welfare) to discuss ideas and make initial contact	08/15/07
Cheryl	Recommend to workforce development council that this group serve as the policy recommendation group described in the navigator grant	06/06/07
Bobby	Gather best practice models relating to group goals and bring to next meeting	08/15/07
Bobby	Send meeting results out to members	05/25/07
Cheryl	Contact Melinda Adams and invite to participate at next meeting	06/06/07

Cheryl	Bring copies of workforce mapping to next meeting	08/15/07
Ron Tapia	Bring employer resource list to next meeting	08/15/07
Ron Tapia	Develop group name samples and bring to next meeting	08/15/07
Ron Seiler	Conduct literature review of past research and national data regarding employer needs assessments to see if we can apply existing data to Idaho	08/15/07

Attachment 2

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